



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND
1401 DESHLER STREET SW
FORT MCPHERSON, GEORGIA 30330-2000

AFRC-PRT-R (135)

FEB 25 2005

MEMORANDUM FOR

Commanders, USARC Major Subordinate Commands
Commander, US Army Civil Affairs and Psychological Operations Command, Bldg E2929,
Fort Bragg, NC 28310
Commander, 7th Army Reserve Command, Unit 29238, APO AE 09102
Commander, 9th Regional Readiness Command, 1557 Pass Street, Fort Shafter Flats, Honolulu,
HI 96819-2135

SUBJECT: Implementation Guidance for the Selected Reserve Officer/Warrant Officer Accession Bonus for the Army Reserve

1. References:

- a. Memorandum, ASA (M&RA), 25 Jan 05, subject: Selected Reserve Officer Accession and Affiliation Bonuses.
 - b. Message, HQDA, DAPE-MPA, 260353Z Jan 05, subject: Temporary Policy Message Providing Implementation Guidance for use of new Selected Reserve Officer Accession and Affiliation Bonuses Authorized by the Assistant Secretary of the Army for Manpower and Reserve Affairs as a Result of Ronald W. Reagan National Defense Authorization Act Fiscal Year 2005.
2. The purpose of this memorandum is to provide guidance for implementing the Selected Reserve Officer/Warrant Officer Accession Bonus for the Army Reserve. This guidance is applicable to applicants who apply for Officer Candidate School (OCS), Direct Appointments, Reserve Officers' Training Corps (ROTC) or Warrant Officer Candidate School (WOCS) and elect to be appointed in the Army Reserve as a Commissioned Officer or Warrant Officer for a specific term of service.
3. The effective date of this bonus is 25 Jan 05. Eligibility criteria are listed in the temporary Policy Implementation Guidance for the Selected Reserve Officer Accession Bonus (encl 1). Eligible AOCs/MOSs for the Army Reserve are listed in enclosures 2 and 3. This amendment to the Selected Reserve Incentive Program (SRIP) list will remain in effect until superseded by an updated announcement.
4. All applicants must be counseled on eligibility criteria, service obligations, amount, and payment of this bonus. Applicants must sign and date the Officer Accession Bonus Agreement to serve in the Army Reserve at the time of application. The agreement will be forwarded as a part of the application/accesion packet to the program manager. A copy of the agreement and DA Form 61, Application for Appointment, will also be provided to the officer candidate for his/her personal records.

AFRC-PRT-R

SUBJECT: Guidance for Implementation of the Selected Reserve Officer/Warrant Officer Accession Bonus for the Army Reserve

5. The following exceptions to policy will apply for initial implementation only:

a. This bonus will be offered to officer and warrant officer candidates who have submitted a complete packet, or have been selected by the appropriate selection board for OCS/WOCS, or are currently attending OCS/WOCS as of 25 January 2005. All of the following eligibility criteria must be met:

(1) AOC/MOS must be on the SRIP list amendment (encl 2 and 3).

(2) Officer Accession Bonus Agreement (encl 1) must be executed before date of appointment.

(3) The Officer/Warrant Officer must meet all eligibility criteria in accordance with the implementation guidance (encl 1).


b. ROTC cadets who completed the DA Form 61, on or after 25 Jan 05 and meet the criteria in 5a(1) thru (3) will be offered this bonus.

c. Direct Appointment applicants who submitted Direct Appointment packet on or after 25 Jan 05 and meet the criteria in 5a(1) thru (3).

6. The point of contact for the Army Reserve G-1 is MAJ Jacqueline Ezell, Human Resources Requirement Branch, at 404-464-9448 or via e-mail at Jacqueline.ezell2@usarc-emh2.army.mil.

FOR THE COMMANDER:

3 Encls


WANDA L. GOOD
Colonel, GS
Deputy Chief of Staff, G-1

POLICY IMPLEMENTATION GUIDANCE FOR THE SELECTED RESERVE OFFICER/WARRANT OFFICER ACCESSION BONUS

1. References:

- a. Memorandum, ASA (M&RA), 25 Jan 05, subject: Selected Reserve Officer Accession and Affiliation Bonuses.
- b. Message, HQDA, DAPE-MPA, 260353Z Jan 05, subject: Temporary Policy Message Providing Implementation Guidance for use of new Selected Reserve Officer Accession and Affiliation Bonuses Authorized by the Assistant Secretary of the Army for Manpower and Reserve Affairs as a Result of Ronald W. Reagan National Defense Authorization Act Fiscal Year 2005.

2. This guidance authorizes Army Reserve commissioned and warrant officers in designated critical Area of Concentrations/Military Occupational Specialties (AOC/MOS) to receive an accession bonus under the Army Reserve Incentive Program IAW DODI 1205.21 (Reserve Component Incentive Program Procedures). This temporary guidance will be used until permanent updates or integration are completed in AR 135-7, Incentive Program, AR 600-8-4, Military Personnel Information Management/Records, and other applicable Army Regulations.

3. The purpose of the Selected Reserve Officer/Warrant Officer Accession Bonus program is to attract qualified applicants to become commissioned and warrant officers and obtain a critical AOC/MOS to meet Army Reserve manpower shortages.

4. The Accession Bonus is authorized for newly appointed commissioned and warrant officers (2LT or WO1) who agreed to serve in a Selected Reserve unit in a designated critical AOC/MOS at the time of application for appointment. To be eligible for the bonus, individuals must:

- a. Agree to accept an appointment as an officer in the Army Reserve and to serve in a designated critical AOC/MOS in a Reserve unit for not less than 6 years from date of appointment.

- b. Not be accepting an appointment as an officer serving in the Selected Reserve for the purpose of qualifying for a Military Technician position where membership in a Reserve Component is a condition of employment (a one time temporary assignment as a military technician is excluded) or for an Active Guard and Reserve (AGR) position.

- c. Not being accessed for continuous Active Duty service.

- d. Possess an AOC/MOS designated by the Secretary of the Army for bonus entitlement or agree to accomplish the necessary training prescribed by the Secretary of the Army to achieve the designated critical AOC/MOS.

Encl 1

**POLICY IMPLEMENTATION GUIDANCE FOR THE
SELECTED RESERVE OFFICER/WARRANT OFFICER ACCESSION BONUS
(CONT)**

e. Not currently be receiving financial assistance and will not receive such assistance during the period of agreement under the following chapters of United States Code (USC):

- (1) Chapter 1608 Health Stipend Program
- (2) Chapter 1609 Education Loan Repayment Program
- (3) Chapter 1611 Other Educational Assistance Programs
- (4) Section 2107 Senior Reserve Officers' Training Corps (i.e., ROTC scholarship recipients)
- (5) Section 2107a Financial assistance program for specially selected members: Army Reserve and National Guard
- (6) Special Pay under section 302g of Title 37, USC

f. Successfully complete an officer basic course or warrant officer basic course (OBC/WOBC) in their designated AOC/MOS within 36 months of the date of appointment.

g. Soldiers who are currently receiving an Enlistment Bonus, Reenlistment Bonus, Prior Service Bonus, or Affiliation Bonus must serve at least one year of the term of the bonus.

h. Warrant Officers who receive the Officer/Warrant Officer Accession Bonus can not subsequently receive the Officer/Warrant Accession Bonus as a commissioned officer.

5. The Accession Bonus amount payment will be paid in lump sum up to \$6000 upon successful completion of OBC/WOBC and award of AOC/MOS.

6. Agreement.

a. Eligible applicants will sign the Written Agreement Officer Accession Bonus (encl 1) at the time the DA Form 61, Application for Appointment is completed. The signed agreement will be authenticated by a service representative and witnessed by a commissioned officer. The agreement will not be revised or modified without DA approval. The signed agreement will be attached to the officer's DA Form 61, and filed in the PERMS OMPF General Administration Section.

b. The officer's assigned unit will forward a copy of the Written Agreement Officer Accession Bonus, copy of OBC/WOBC completion, appointment memo and DA 61, Application for Appointment to USAR Pay Center for processing of payment.

**POLICY IMPLEMENTATION GUIDANCE FOR THE
SELECTED RESERVE OFFICER/WARRANT OFFICER ACCESSION BONUS
(CONT)**

7. Source of Appointment

a. Eligible applicants may apply to become a commissioned officer by applying to one of the following programs:

- (1) Officer Candidate School Program (OCS)
- (2) Direct Appointment Program
- (3) Reserve Officers' Training Corps (ROTC) (non-scholarship ROTC only)

b. Eligible applicants may apply to become a warrant officer by applying for the Warrant Officer Candidate Program.

8. Termination. Entitlement to the bonus will terminate if the member:

- a. Fails to accept a commission or appointment as an officer in the designated AOC/MOS.
- b. Fails to complete OBC/WOBC with 36 months of the date of appointment.
- c. Involuntarily separates from the Selected Reserve unless as a result of unit inactivation, unit relocation, unit reorganization, or a DOD-directed reduction in the Selected Reserve force.
- d. Separates from the Selected Reserve for any reason (including enlistment or voluntary order to active duty in the active forces), other than by death, injury, illness, or other impairment not the result of misconduct or an involuntary call-up or mobilization.
- e. Voluntarily moves to a non-bonus skill unless the Reserve Component requires the move.
- f. Fails to extend the contracted term of service for a period of authorized non-availability.
- g. Accepts a Military Technician position where membership in a Reserve Component is a condition of employment, (a one-time temporary assignment as a Military Technician for 6 months or less is excluded) or an AGR position.

9. Recoupment Conditions.

a. Recoupment of the bonus payment will be initiated by the unit commander when the entitlement to such incentive is terminated or if the member:

- (1) Fails to participate satisfactorily.

**POLICY IMPLEMENTATION GUIDANCE FOR THE
SELECTED RESERVE OFFICER/WARRANT OFFICER ACCESSION BONUS
(CONT)**

(2) Fails to satisfactorily complete the service obligation incurred under this agreement for any of the reasons listed above under paragraph 8.

b. The amount of recoupment will be based on the following computation:

(1) The number of months served satisfactorily during the term of which the bonus had been paid, multiplied by the monthly rate authorized by the bonus (calculated by dividing the total bonus amount by the number of months of service the member has agreed to serve).

(2) That amount will be subtracted from the total amount of bonus paid.

10. Termination from bonus entitlement and/or any recoupment does not affect the period of obligation to be served in the Ready Reserve.

WRITTEN AGREEMENT
OFFICER ACCESSION BONUS
ACKNOWLEDGMENT

In connection with my appointment as an officer and agreement to serve with the United States Army Reserve under the Selected Reserve Incentive Program, I hereby acknowledge that:

1. I meet the eligibility criteria, as follows:

a. I agree to accept an appointment as an officer in the armed forces to serve in the Selected Reserve in a critical officer skill that is designated for bonus entitlement by the Secretary of the Army.

b. I am not accepting an appointment as an officer serving in the Selected Reserve for the purpose of qualifying for a military technician position where membership in a Reserve component is a condition of employment (a one time temporary assignment as a military technician is excluded) or an Active Guard and Reserve (AGR) position.

c. I am not being accessed for continuous active duty service.

d. I possess a skill designated by the Secretary of the Army for bonus entitlement or I agree to accomplish the necessary training prescribed by the Secretary of the Army to achieve the designated skill within 36 months of appointment.

e. I am not currently receiving financial assistance under chapters 1608, 1609, 1611, sections 2107, or 2107a of title 10, United States Code, or special pay under section 302g of title 37, United States Code, and will not receive such assistance during the period of this agreement.

2. I shall incur the following obligations in connection with my agreement to accept an appointment as an officer serving in the Selected Reserve:

a. I hereby agree to serve in the Selected Reserve for six years, the full period of this agreement.

b. I shall serve satisfactorily, as prescribed by the appropriate regulations of the United States Army Reserve, for the complete period in the Selected Reserve of the United States Army Reserve according to my written agreement and in the critical skill in which accessed, unless excused for the convenience of the government.

3. I shall be paid an accession bonus, as follows:

a. The bonus accrues beginning on the date this agreement is accepted by the Secretary of the Army.

b. The total amount of the bonus payable under the agreement becomes fixed upon acceptance of this written agreement by the Secretary of the Army.

c. I shall receive a bonus of \$6,000 paid in one lump sum upon my successful completion of OBC/WOBC.

4. If I fail to accept a commission or appointment as an officer, or I do not commence to participate, or I do not satisfactorily complete the service obligation incurred under this agreement for any of the reasons listed below, I understand that recoupment or entitlement to a portion of the bonus amount will be calculated in accordance with paragraph 5 below:

a. If I fail to participate satisfactorily in training or duty with the Selected Reserve including failure to maintain medical and dental readiness, during the entire period of the service obligation, unless the failure to participate satisfactorily was due to reasons beyond my control (e.g., death, injury, illness, or other impairment not the result of my own misconduct).

b. If I fail or fail to complete OBC/WOBC within 36 months of the date of appointment.

c. If I am involuntarily separated from the Selected Reserve unless as a result of unit inactivation, unit relocation, unit reorganization, or a DoD-directed reduction in the Selected Reserve force.

d. If I separate from the Selected Reserve for any reason (including enlistment or voluntary order to active duty in the active forces); other than by death, injury, illness or other impairment not the result of my own misconduct or an involuntary call-up or mobilization.

e. If I voluntarily move to a non-bonus skill unless the move is required by the Reserve component.

f. If I fail to extend the contracted term of service for a period of authorized nonavailability.

g. If I accept a military technician position where membership in a Reserve component is a condition of employment, (a one time temporary assignment as a military technician for 6 months or less is excluded) or an AGR position.

5. The amount to be recouped or reimbursed shall be computed as follows:

a. The number of months I have served satisfactorily during the term for which my bonus has been paid shall be multiplied by the monthly rate authorized by the particular bonus (calculated by dividing the total bonus amount by the number of months of service the member has agreed to serve).

b. That amount shall be subtracted from the total amount of bonus paid to date (initial and any subsequent payments).

c. If the calculation indicates overpayment to me, I shall refund that amount to the government of the United States. If the calculation indicates that I have earned more than I have been paid, I shall receive a final payment in that amount.

6. Termination from bonus entitlement and/or any refund made by me shall not affect my period of obligation to serve in the Ready Reserve.

7. If, subsequent to the acceptance of this agreement by the Secretary of the Army or his delegate, I am called or involuntarily ordered to active duty, I shall be paid, during that period of active duty, any amount of the bonus that becomes payable to me during that period of active duty.

UNDERSTANDING

I have read and understand each of the statements above and the statements contained in this agreement signed by me, and understand that they are intended to constitute all promises or agreements whatsoever concerning my affiliation. No other promise, representation, or commitment has been made to me in connection with my affiliation bonus.

AUTHENTICATION

Signature of service representative and date

Signature of service member and date

Typed name and grade of witnessing officer

Signature and date
